

**Sindh Mass Transit Authority**  
Transport and Mass Transit Department  
Government of Sindh

**INTERVIEW ASSESSMENT FORM**  
**PROCUREMENT & CONTRACT MANAGEMENT SPECIALIST (SHORT TERM)**

Name	Hassan Sagheer	Date 30 May 2022		Doc. #				
		Rating					Score	
		Excellent	Good	Avg	Below Average	Not Rated	Total	Achieved
<b>A SUITABILITY FOR THE JOB</b>								
1	Basic Education in Relevant Field	5	4	3	2	0	5	5
2	Additional Qualification in Proc./Contract Management	10	8	6	4	0	10	6
3	Job Related Experience (10 years)	10	8	6	4	0	10	4
4	Govt. Projects Experience	10	8	6	4	0	10	4
5	Foreign Funded Project Experience	10	8	6	4	0	10	4
6	BRT/Road/Infrastructure Related Exp.	5	4	3	2	0	5	0
7	Awareness with SPPRA/PPRA rules/PEC/FIDIC, WB Procurement Guidelines and STEP Portal	5	4	3	2	0	5	3
8	Certification and Proficiency in Project Management Softwares / Tools	5	4	3	2	0	5	0
							60	26
<b>B BEHAVIORAL TRAITS</b>								
1	Communication Skills	5	4	3	2	0	5	5
2	Knowledge of Industry & Market	5	4	3	2	0	5	3
3	Thinking process (logical, quick thinker)	5	4	3	2	0	5	3
4	Negotiation Skills	5	4	3	2	0	5	3
5	IT Skills / Proficiency in Office	5	4	3	2	0	5	3
							25	17
<b>C ORGANIZATIONAL SUITABILITY</b>								
1	Potential to fit in SMTA's environment	5	4	3	2	0	5	3
2	Potential for full time commitment	5	4	3	2	0	5	5
3	Willingness to work within offered salary	5	4	3	2	0	5	5
							15	13
<b>ORGANIZATIONAL SUITABILITY SCORE</b>								
							100	
<b>TOTAL A + B + C</b>								
<b>REMARKS</b>								
Young and Energetic but not possessing sufficient experience as required by SMTA. <u>Not Recommended.</u>								
<b>RECOMMENDATIONS</b>								
Recommended for selection				Interviewed by				
Not Recommended for selection				Signatures		[Signature]		
Put on hold				Date		30 May 22		
Recommended Salary								
Other benefits								

→ BE CIVIL, SSUET  
→ MSC Construction mgt, UK  
→ Know if (6 months exp)

No experience  
1/4

→ very presentable

→ was able to think and answer

Not as experienced as required.

MM  
30/05/2022

→ After Mr - 7 yrs experience  
→

→ How many types of contracts are there ???

Applied Sciences  
+ Masters Business Management

MCIPS

2-10

Sindh Mass Transit Authority Transport and Mass Transit Department Government of Sindh								
INTERVIEW ASSESSMENT FORM								
PROCUREMENT & CONTRACT MANAGEMENT SPECIALIST (SHORT TERM)								
Name	Shahid Anwar	Date 30 May 2022		Doc. #				
		Rating					Score	
		Excellent	Good	Avg	Below Average	Not Rated	Total	Achieved
A	SUITABILITY FOR THE JOB							
1	Basic Education in Relevant Field	5	4	3	2	0	5	2
2	Additional Qualification in Proc./Contract Management	10	8	6	4	0	10	10
3	Job Related Experience (10 years)	10	8	6	4	0	10	10
4	Govt. Projects Experience	10	8	6	4	0	10	10
5	Foreign Funded Project Experience	10	8	6	4	0	10	6
6	BRT/Road/Infrastructure Related Exp.	5	4	3	2	0	5	0
7	Awareness with SPPRA/PPRA rules/PEC/FIDIC, WB Procurement Guidelines and STEP Portal	5	4	3	2	0	5	5
8	Certification and Proficiency in Project Management Softwares / Tools	5	4	3	2	0	5	4
SUITABILITY SCORE							60	47
B	BEHAVIORAL TRAITS							
1	Communication Skills	5	4	3	2	0	5	5
2	Knowledge of Industry & Market	5	4	3	2	0	5	5
3	Thinking process (logical, quick thinker)	5	4	3	2	0	5	5
4	Negotiation Skills	5	4	3	2	0	5	5
5	IT Skills / Proficiency in Office	5	4	3	2	0	5	5
PERSONALITY TRAITS SCORE							25	25
C	ORGANIZATIONAL SUITABILITY							
1	Potential to fit in SMTA's environment	5	4	3	2	0	5	5
2	Potential for full time commitment	5	4	3	2	0	5	5
3	Willingness to work within offered salary	5	4	3	2	0	5	5
ORGANIZATIONAL SUITABILITY SCORE							15	15
TOTAL A + B + C							100	87
REMARKS								
Suitable candidate for this position. Recommended. <i>[Signature]</i>								
RECOMMENDATIONS								
Recommended for selection				Interviewed by				
Not Recommended for selection				Signatures		<i>[Signature]</i>		
Put on hold				Date		30 May 22		
Recommended Salary								
Other benefits								

Diploma in civil Engg  
MCIPS / FIDIC training

No BRT experience  
Demonstrated sound knowledge of these guidelines

TBC

Sindh Cities Improv Project

→ Programme Meetings

8.3

Image Contractor's Capacity

8.4

Improvement in Payments → Client

FIDIC → slow contract

NEC

FIDIC Yellow Book

to be used for BRT  
Stations to be an exclusion



3<sup>rd</sup>

X

Age Factor 63 years

Sindh Mass Transit Authority Transport and Mass Transit Department Government of Sindh								
INTERVIEW ASSESSMENT FORM								
PROCUREMENT & CONTRACT MANAGEMENT SPECIALIST (SHORT TERM)								
Name	Fareekh Pasha	Date	30 May 2022				Doc. #	
		10:20	Rating				Score	
		Excellent	Good	Avg	Below Average	Not Rated	Total	Achieved
A	SUITABILITY FOR THE JOB							
1	Basic Education in Relevant Field	5	4	3	2	0	5	5
2	Additional Qualification in Proc./Contract Management	10	8	6	X 4	0	10	0
3	Job Related Experience (10 years)	10	8 ✓	7 6	4	0	10	8
4	Govt. Projects Experience	10	8 ✓	6 X	4 *	0	10	8 ✓
5	Foreign Funded Project Experience	10	8	6	4	0	10	6
6	BRT/Road/Infrastructure Related Exp.	5	4	3	2	0	5	4
7	Awareness with SPPRA/PPRA rules/PEC/FIDIC, WB Procurement Guidelines and STEP Portal	5	4	3	2	0	5	4
8	Certification and Proficiency in Project Management Softwares / Tools	5	4	3	2	0	5	3
SUITABILITY SCORE							60	38
B	BEHAVIORAL TRAITS							
1	Communication Skills	5 ✓	4 X	3	2	0	5	5 ✓
2	Knowledge of Industry & Market	5	4	3	2	0	5	5
3	Thinking process (logical, quick thinker)	5	4	3	2	0	5	5
4	Negotiation Skills	5	4	3	2	0	5	5
5	IT Skills / Proficiency in Office	5	4	3	2	0	5	3
PERSONALITY TRAITS SCORE							25	23
C	ORGANIZATIONAL SUITABILITY							
1	Potential to fit in SMTA's environment	5	4	3 X	2	0	5	5
2	Potential for full time commitment	5	4	3	2	0	5	4
3	Willingness to work within offered salary	5	4	3	2	0	5	5
ORGANIZATIONAL SUITABILITY SCORE							15	14
TOTAL A + B + C							100	75
REMARKS								
Age Factor requirement not in compliance. Rich experience in construction and procurement. In good health fit health. For any other position to support SMTA in construction management, his services may be utilized.								
RECOMMENDATIONS								
Recommended for selection				Interviewed by		1		
Not Recommended for selection				Signatures		MYN		
Put on hold				Date		30 May 22		
Recommended Salary								
Other benefits								

BE Civil  
NESDET  
No formal  
multiplication  
\*\*

Grading - from  
contractor

Not suitable  
for current post  
as per Age Req.  
MYN

\*\* Dispute Resolution experience shown → Word/Excel/ Primavera  
in his CV reveals rich knowledge in Contracts  
Also as per interviews he provided sound answers.  
Knowledge of PPP projects as well.

38  
23  
14  
75

Who is The Engineer??

new rate or  
logical security.

IE in PPP mode



4<sup>th</sup>

ADR's

FWO

Age: 48

BE Civil

+  
B(Law)+  
MEgg  
(Construction Law)from  
NED.No-  
foreign  
funded  
project

Sindh Mass Transit Authority Transport and Mass Transit Department Government of Sindh									
INTERVIEW ASSESSMENT FORM									
PROCUREMENT & CONTRACT MANAGEMENT SPECIALIST (SHORT TERM)									
Name	Date	Doc. #	Rating				Score		
			Excellent	Good	Avg	Below Average	Not Rated	Total	Achieved
Faheemullah	30 May 2022								
	10:40am								
<b>SUITABILITY FOR THE JOB</b>									
1	Basic Education in Relevant Field	5	4	3	2	0	5	5	
2	Additional Qualification in Proc./Contract Management	10	8	6	4	0	10	10	
3	Job Related Experience (10 years)	10	8	6	4	0	10	6	
4	Govt. Projects Experience	10	8	6	4	0	10	6	
5	Foreign Funded Project Experience	10	8	6	4	0	10	0	
6	BRT/Road/Infrastructure Related Exp.	5	4	3	2	0	5	0	
7	Awareness with SPPRA/PPRA rules/PEC/FIDIC, WB Procurement Guidelines and STEP Portal	5	4	3	2	0	5	5	
8	Certification and Proficiency in Project Management Softwares / Tools	5	4	3	2	0	5	3	
<b>SUITABILITY SCORE</b>							60	35	
<b>BEHAVIORAL TRAITS</b>									
1	Communication Skills	5	4	3	2	0	5	5	
2	Knowledge of Industry & Market	5	4	3	2	0	5	4	
3	Thinking process (logical, quick thinker)	5	4	3	2	0	5	5	
4	Negotiation Skills	5	4	3	2	0	5	5	
5	IT Skills / Proficiency in Office	5	4	3	2	0	5	4	
<b>PERSONALITY TRAITS SCORE</b>							25	23	
<b>ORGANIZATIONAL SUITABILITY</b>									
1	Potential to fit in SMTA's environment	5	4	3	2	0	5	4	
2	Potential for full time commitment	5	4	3	2	0	5	4	
3	Willingness to work within offered salary	5	4	3	2	0	5	4	
<b>ORGANIZATIONAL SUITABILITY SCORE</b>							15	12	
<b>TOTAL A + B + C</b>							100	70	
<b>REMARKS</b>									
Demonstrated sound knowledge of Contracts and Procurement. Experience in Construction Industry as well. May also be considered as a Legal Individual Consultant as discussed. Recommended.									
<b>RECOMMENDATIONS</b>									
Recommended for selection			Interviewed by						
Not Recommended for selection			Signatures			MM			
Put on hold			Date			30 May 2022			
Recommended Salary									
Other benefits									

35  
23  
12

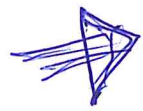
70

Dispute Resolution

Maximum Proj Cost

BOT Basis → N/A

# Contractor financial issues



How to mitigate the financial issues

Bank Guarantees.

Conclusion :

to maintain the same contractor.



5<sup>th</sup>

UET Lahore 2003

Sindh Mass Transit Authority Transport and Mass Transit Department Government of Sindh								
INTERVIEW ASSESSMENT FORM								
PROCUREMENT & CONTRACT MANAGEMENT SPECIALIST (SHORT TERM)								
Name	Shahreen Sabir	Date 30 May 2022		Doc. #				
		Rating					Score	
		Excellent	Good	Avg	Below Average	Not Rated	Total	Achieved
A	SUITABILITY FOR THE JOB							
1	Basic Education in Relevant Field	5	4	3	2	0	5	5
2	Additional Qualification in Proc./Contract Management	10	8	6	4	0	10	4
3	Job Related Experience (10 years)	10	8	6	4	0	10	10
4	Govt. Projects Experience	10	8	6	4	0	10	10
5	Foreign Funded Project Experience	10	8	6	4	0	10	10
6	BRT/Road/Infrastructure Related Exp.	5	4	3	2	0	5	5
7	Awareness with SPPRA/PPRA rules/PEC/FIDIC, WB Procurement Guidelines and STEP Portal	5	4	3	2	0	5	5
8	Certification and Proficiency in Project Management Softwares / Tools	5	4	3	2	0	5	2
SUITABILITY SCORE							60	51
B	BEHAVIORAL TRAITS							
1	Communication Skills	5	4	3	2	0	5	4
2	Knowledge of Industry & Market	5	4	3	2	0	5	5
3	Thinking process (logical, quick thinker)	5	4	3	2	0	5	5
4	Negotiation Skills	5	4	3	2	0	5	5
5	IT Skills / Proficiency in Office	5	4	3	2	0	5	5
PERSONALITY TRAITS SCORE							25	24
C	ORGANIZATIONAL SUITABILITY							
1	Potential to fit in SMTA's environment	5	4	3	2	0	5	5
2	Potential for full time commitment	5	4	3	2	0	5	5
3	Willingness to work within offered salary	5	4	3	2	0	5	3
ORGANIZATIONAL SUITABILITY SCORE							15	13
TOTAL A + B + C							100	88
REMARKS								
His CV and Interview demonstrated sound experience and knowledge in procurement and contracts. Has served in similar working environment that of SMTA. Recommended <i>MYN</i>								
RECOMMENDATIONS								
Recommended for selection			Interviewed by					
Not Recommended for selection			Signatures			<i>MYN</i>		
Put on hold			Date			30 May 2022.		

RECEIVED

Pch ex

Red BRT experience  
Trans  
KawalConducted nego/  
procurement of  
Civil Works and  
PMSC of Red  
BRT.subject to  
longer contract  
commitmentmentioned that  
he needs to  
relocate to  
Keh and can't  
join on lesser  
Salary.

→ He mentioned that he can't relocate on lesser salary as offered and looking forward for longer commitment than 3 months.

→ Departmental Trainings  
→ Mega Projects Experience

51  
24  
13  
88

## Crust. Sectors:-

~~2/2/20~~ 1.

- Tansa Barrage
- Hydropower projects
- Red BRT projects.

→ Nominated Sub-Contractor:

→ Repeat Order / Variation: 15% SPAR

→ JV firms / Several Liability: Whether in the tender documents it is allowed or not.

[At what stage of procurement]

→ Before Bid Submission; the Contractor may ask for clarification otherwise Evaluation based on common grounds and then during negotiations.

IT Skills: designing + planning softwares + Auto CAD  
Good Command.



6th

TRANS PESHAWAR

XX

Sindh Mass Transit Authority Transport and Mass Transit Department Government of Sindh								
INTERVIEW ASSESSMENT FORM								
PROCUREMENT & CONTRACT MANAGEMENT SPECIALIST (SHORT TERM)								
Name	Khalid Ahmed	Date 30 May 2022		Doc. #				
		11845		Rating			Score	
		Excellent	Good	Avg	Below Average	Not Rated	Total	Achieved
A	SUITABILITY FOR THE JOB							
1	Basic Education in Relevant Field	5	4	3	2	0	5	0
2	Additional Qualification in Proc./Contract Management	10	8	6	4	0	10	4
3	Job Related Experience (10 years)	10	8	6	4	0	10	6
4	Govt. Projects Experience	10	8	6	4	0	10	6
5	Foreign Funded Project Experience	10	8	6	4	0	10	8
6	BRT/Road/Infrastructure Related Exp.	5	4	3	2	0	5	3
7	Awareness with SPPRA/PPRA rules/PEC/FIDIC, WB Procurement Guidelines and STEP Portal	5	4	3	2	0	5	4
8	Certification and Proficiency in Project Management Softwares / Tools	5	4	3	2	0	5	3
SUITABILITY SCORE							60	34
B	BEHAVIORAL TRAITS							
1	Communication Skills	5	4	3	2	0	5	4
2	Knowledge of Industry & Market	5	4	3	2	0	5	3
3	Thinking process (logical, quick thinker)	5	4	3	2	0	5	3
4	Negotiation Skills	5	4	3	2	0	5	3
5	IT Skills / Proficiency in Office	5	4	3	2	0	5	4
PERSONALITY TRAITS SCORE							25	17
C	ORGANIZATIONAL SUITABILITY							
1	Potential to fit in SMTA's environment	5	4	3	2	0	5	3
2	Potential for full time commitment	5	4	3	2	0	5	4
3	Willingness to work within offered salary	5	4	3	2	0	5	3
ORGANIZATIONAL SUITABILITY SCORE							15	10
TOTAL A + B + C							100	61
REMARKS								
Don't have qualification in engineering as required. Based on resident of KPK. May not be easy to relocate and adjust to SMTA's requirements. Not Recommended.								
RECOMMENDATIONS								
Recommended for selection			Interviewed by					
Not Recommended for selection			Signatures			MYN		
Put on hold			Date			30 May 22		
Recommended Salary								
Other benefits								

BSc Maths/Stats  
MS. Stats + Training  
if providedTrans Peshawar  
As per CV, yes ✓

As per CV, yes ✓

Condition of  
extendable  
contractMYN  
30 May 2022MS - Statistics  
Certification ⇒ SEM  
Bachelors ⇒ BSc Maths/  
Statistics→ Ready to join if extendable  
contract is provided.44  
17  
61



⇒ Admeasurement Contracts

⇒ FIDIC

⇒ Standstill -